



4th Estate Summit

**Feb 27, 2008
Packard Center
DAU Ft. Belvoir, VA**



Summit Agenda - Feb 27, 2008

4th Estate Update – Karen Clougherty 9:00 – 9:15

Automation and Travel Initiatives – Mark Avey 9:15 – 11:15

Quota and Registration – Jeb Ramsey 11:15 – 12:00

☐ Lunch 12:00 - 1:00

OUSD(AT&L)AWCM Update – Joe Chang 1:00 - 1:30

Data Green Pilots – Margot Lynn/Chuck Cameron 1:30 – 2:30

Competency Management – Jeff Birch 2:30 – 3:15

Open Forum with DACM on 4th Estate Issues – 3:15 – 4:15



4th Estate Deputy DACM Update

Karen Clougherty

Accomplished:

- ✓ Automation Systems: Certification, Acquisition Corps
- ✓ Automated Waiver Tenure system requirements
- ✓ Automated IDP system requirements
- ✓ FY08 DACM Student Travel Policy (on web)
- ✓ FY09 Schedule Quota Requirements submitted to DAU
- ✓ 4th Estate Summits: March 30, 2007, Sep 12, 2007, Feb 27, 2008
- ✓ 4th Estate Executive Forum: Oct 29, 2007
- ✓ DACM Visits to DISA, DCMA, DTRA, DLA, MDA, SOCOM
- ✓ Revamped DOD DACM website (www.dau.mil/doddacm)\
- ✓ Enhanced ACQTAS Registration Tools
- ✓ Priority System for quota management
- ✓ ACQTAS Continuous Learning Points Tracking System
- ✓ ACQTAS Dashboards for Students, Supervisors, Quota Managers
- ✓ ACQTAS Automated Individual Development Plan (IDP) System
 - Conducted 4th Estate WebEx training, Oct 25, 2007, Fairfax
 - Open period to comment - completed
 - Deployment - ready to go



4th Estate Deputy DACM – Next Steps

Karen Clougherty

Way Ahead:

- ✓ Next 4th Estate Executive Forum – Mar 19, 2008
- ✓ Enhance certification and acq corps systems
- ✓ DACM Visits to DOD EA, NGA, OSD AT&L, NSA, et al
- ✓ Continuous Learning system – upgrade?
- ✓ Data Green Pilots and senior management focus
- ✓ Automated Waiver Tool – coming soon
- ✓ What you can do for us:
- ✓ Increase Use of the Continuous Learning Tracking Tool
- ✓ Encourage Walk-Ins for Hard to Get Courses
 - ✓ Designate “back up” to avoid loss of course slot
 - ✓ Use the Cost Effective Location Model – gain maximum student thruput
- ✓ Visit DACM website/4th Estate Community of Practice
 - ✓ Submit best practices to Karen for COP

Links: www.dau.mil/doddacm and
<https://acc.dau.mil/dacm>



Competency Management

Jeff Birch

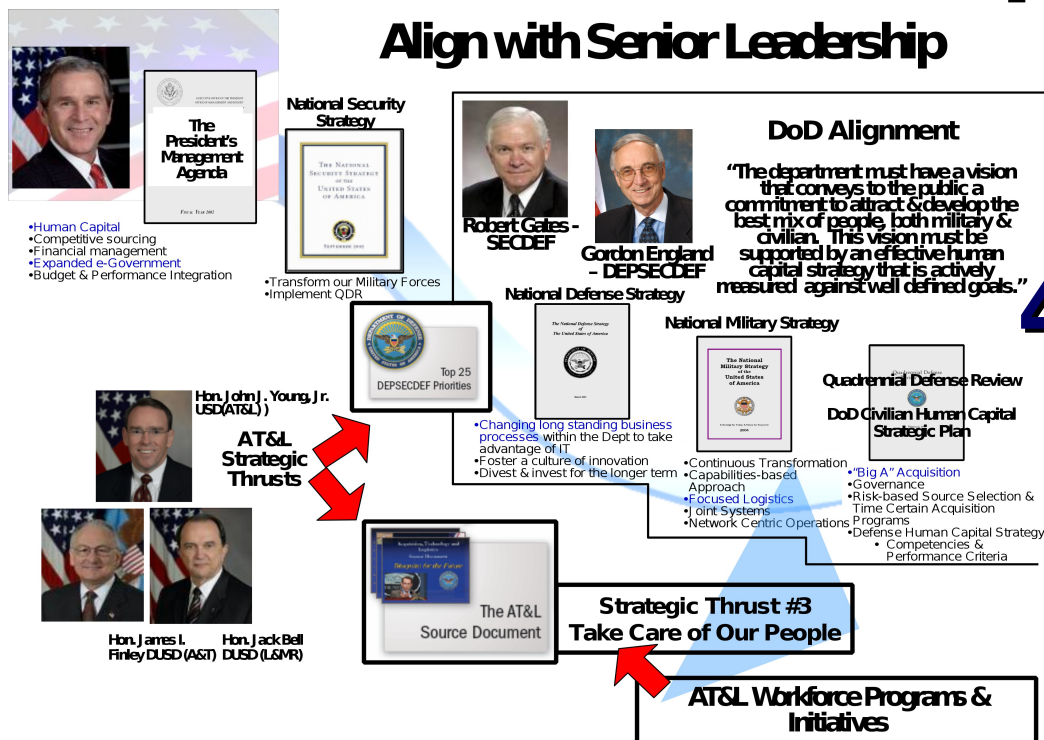


AT&L Competency Management

Overview

4th Estate Summit
February 27, 2008

Align with Senior Leadership

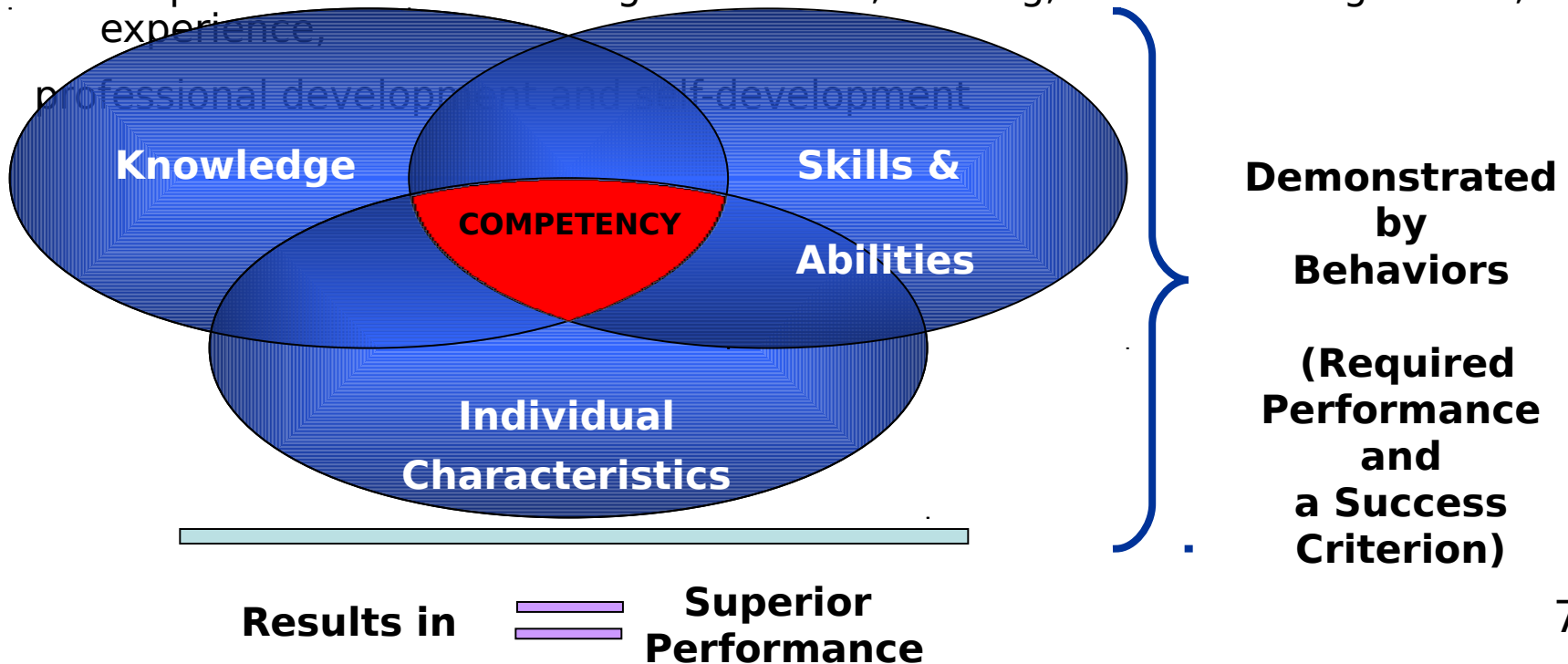




What is a Competency

“ an observable, measurable pattern of skills, knowledge, abilities, behaviors & other characteristics that an individual needs to perform work roles or occupational functions successfully.” (OPM definition)

Developed and attained through education, training, rotational assignments, experience, professional development and self-development



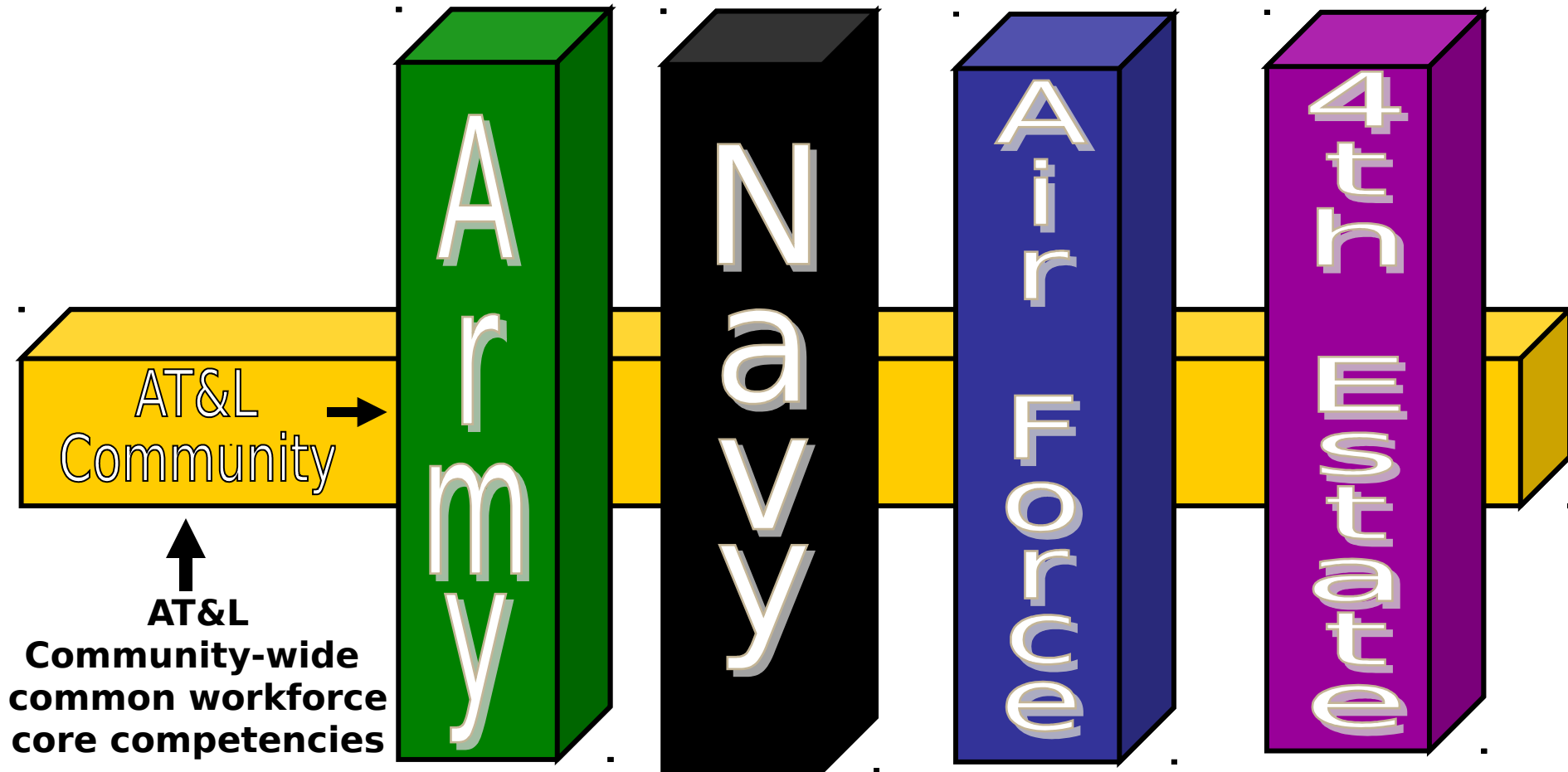


Competency Model Applications



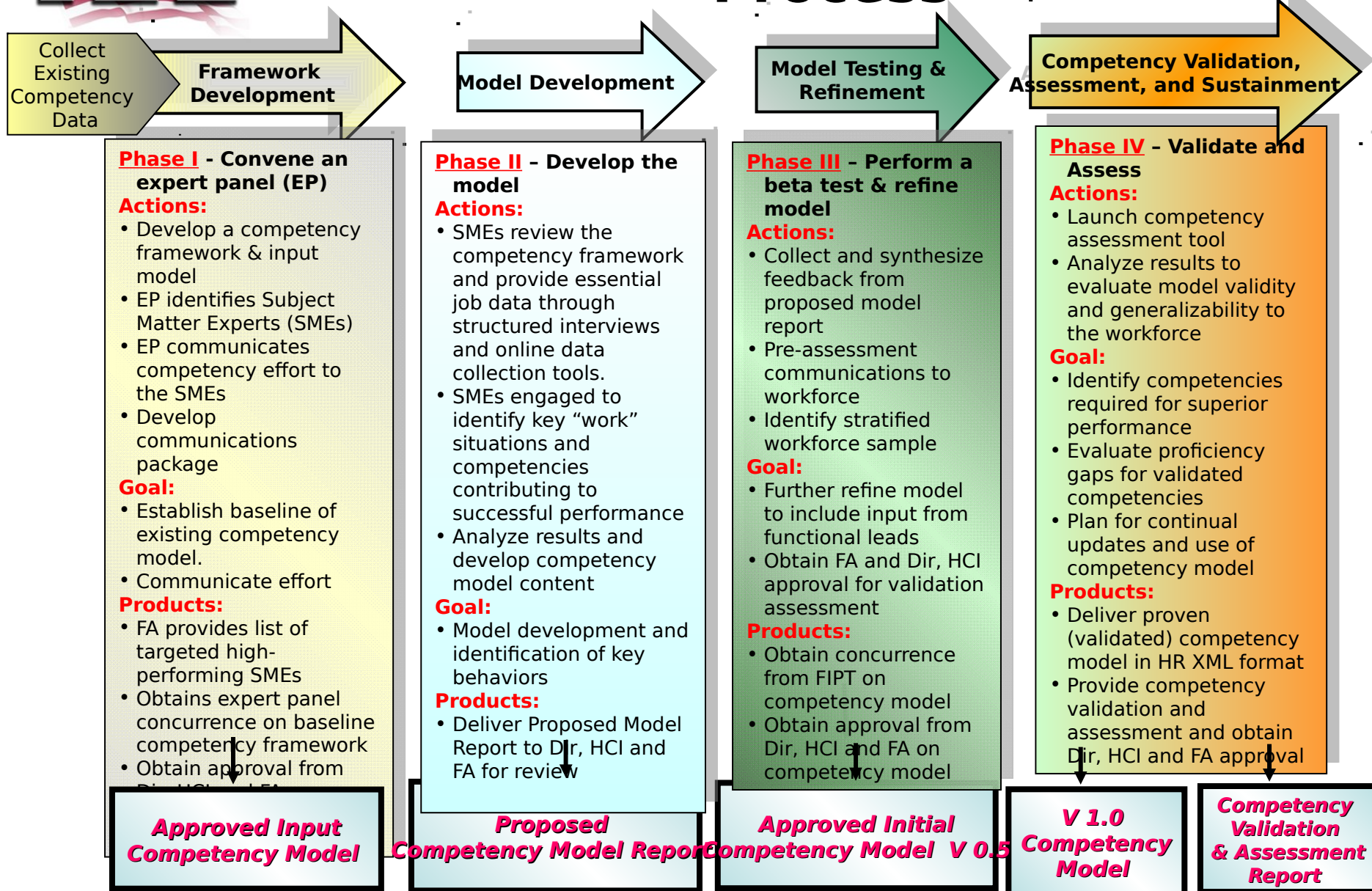


AT&L Competency Initiative





AT&L Competency Management Process





Competency Management Schedule

FY07

FY08

Today

Career Field

3rd Qtr

4th Qtr

1st Qtr

2nd Qtr

3rd Qtr

4th Qtr

**Contracting
[100%
Workforce]**

KoM - MAR 07

SEP

Property

KoM - MAR 07

MAR

JUL

SEP

Logistics

KoM - JAN 07

JAN

SEP

**Program
Mgt**

KoM - MAR 06

JAN

SEP

SPRDE

KoM - DEC 07

JAN

FEB

MAY

JUL

SEP

BCEFM

KoM - DEC 07

JAN

FEB

MAY

JUL

SEP

T & E

KoM - JAN 08

JAN

MAR

MAY

SEP

KoM = Kick-Off Meeting

Phase I

Phase II

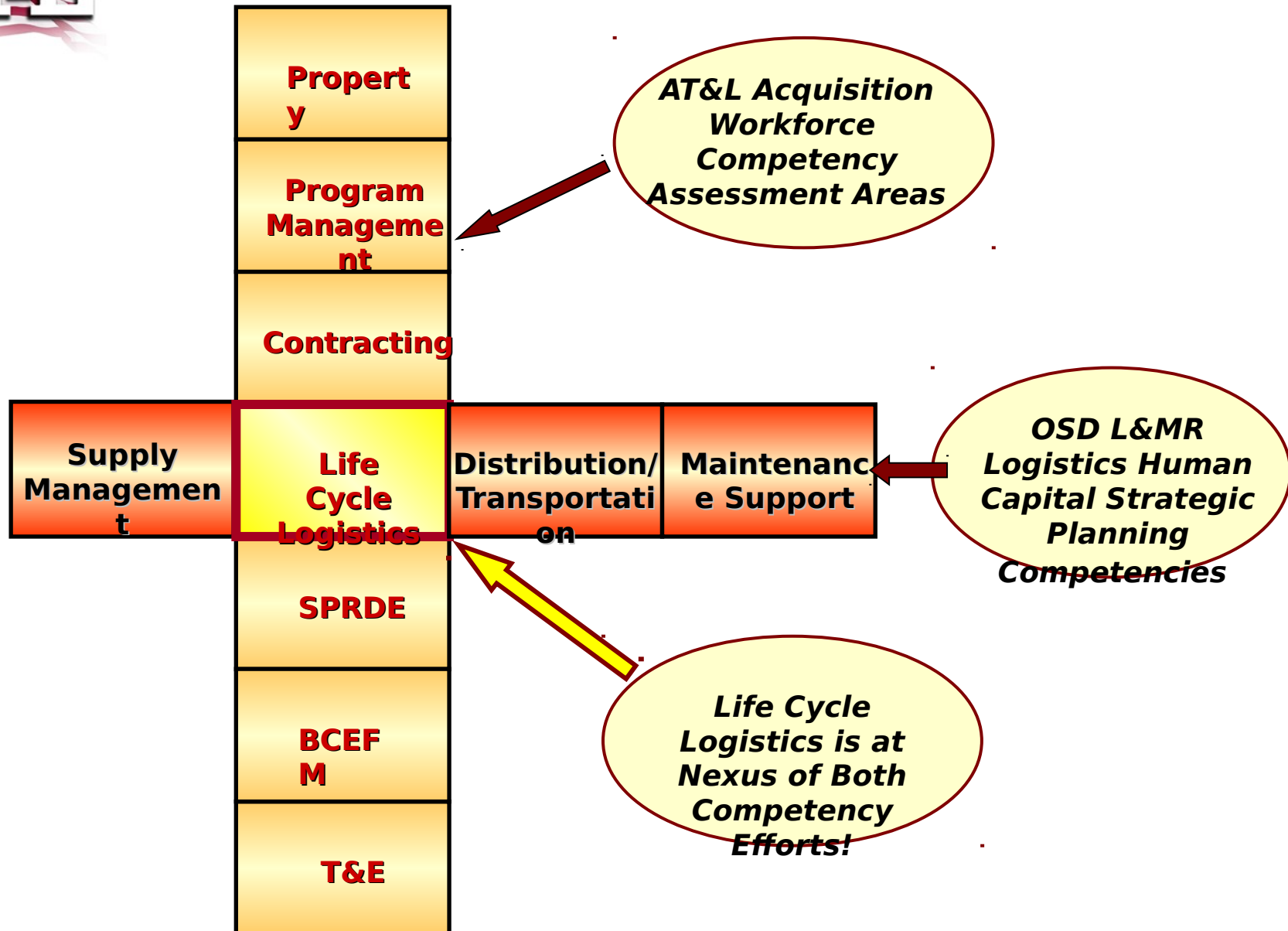
Phase III

Phase IV

11



Competency Initiative Linkage





Thank You

Questions?



AWDIT

Margot Lynn



The Road to AT&L Comprehensive Workforce Data Analysis Capability

- DCPDS Structure and Functionality
- Where Errors Come From
- Life in the Fourth Estate
- Pursuing the Goal



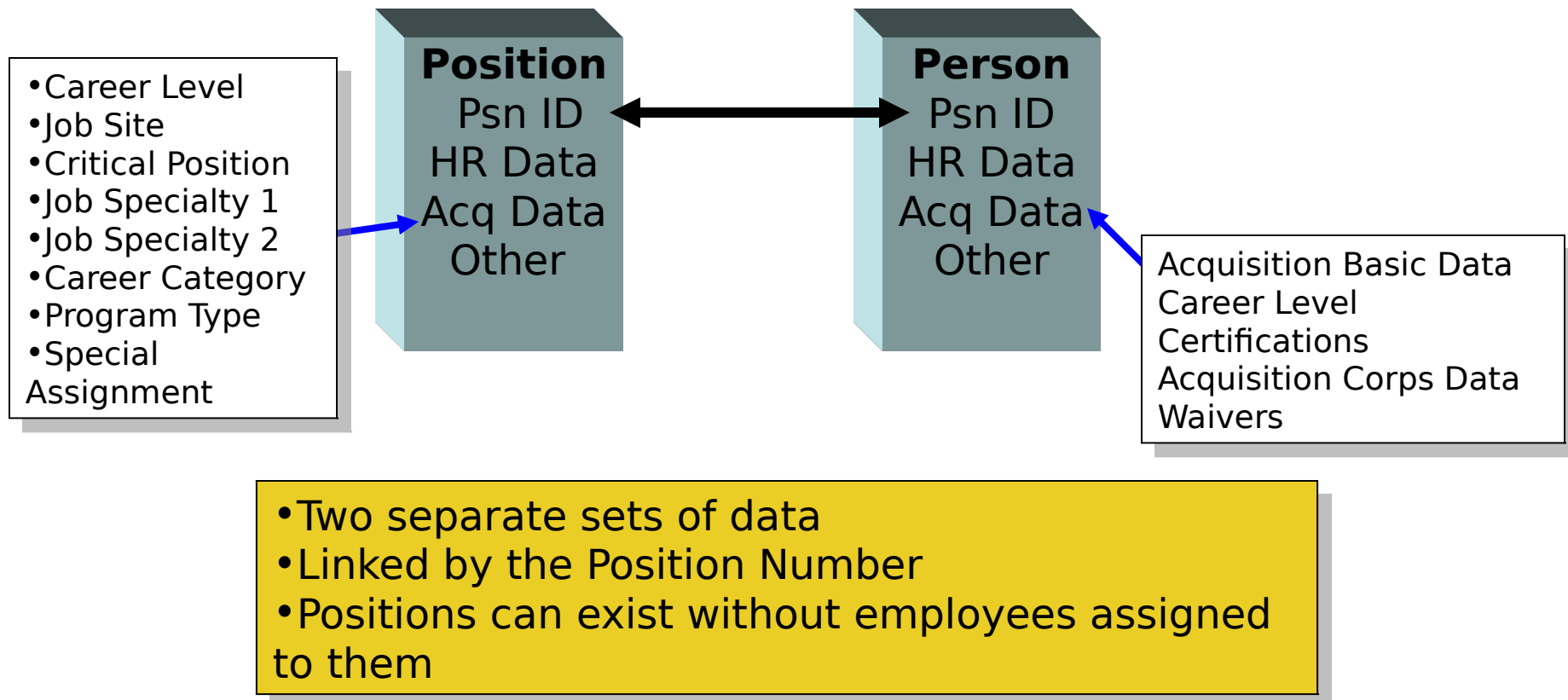
The Road to AT&L Comprehensive Workforce Data Analysis Capability

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DCPDS Structure and Functionality

Essential Components of a Record

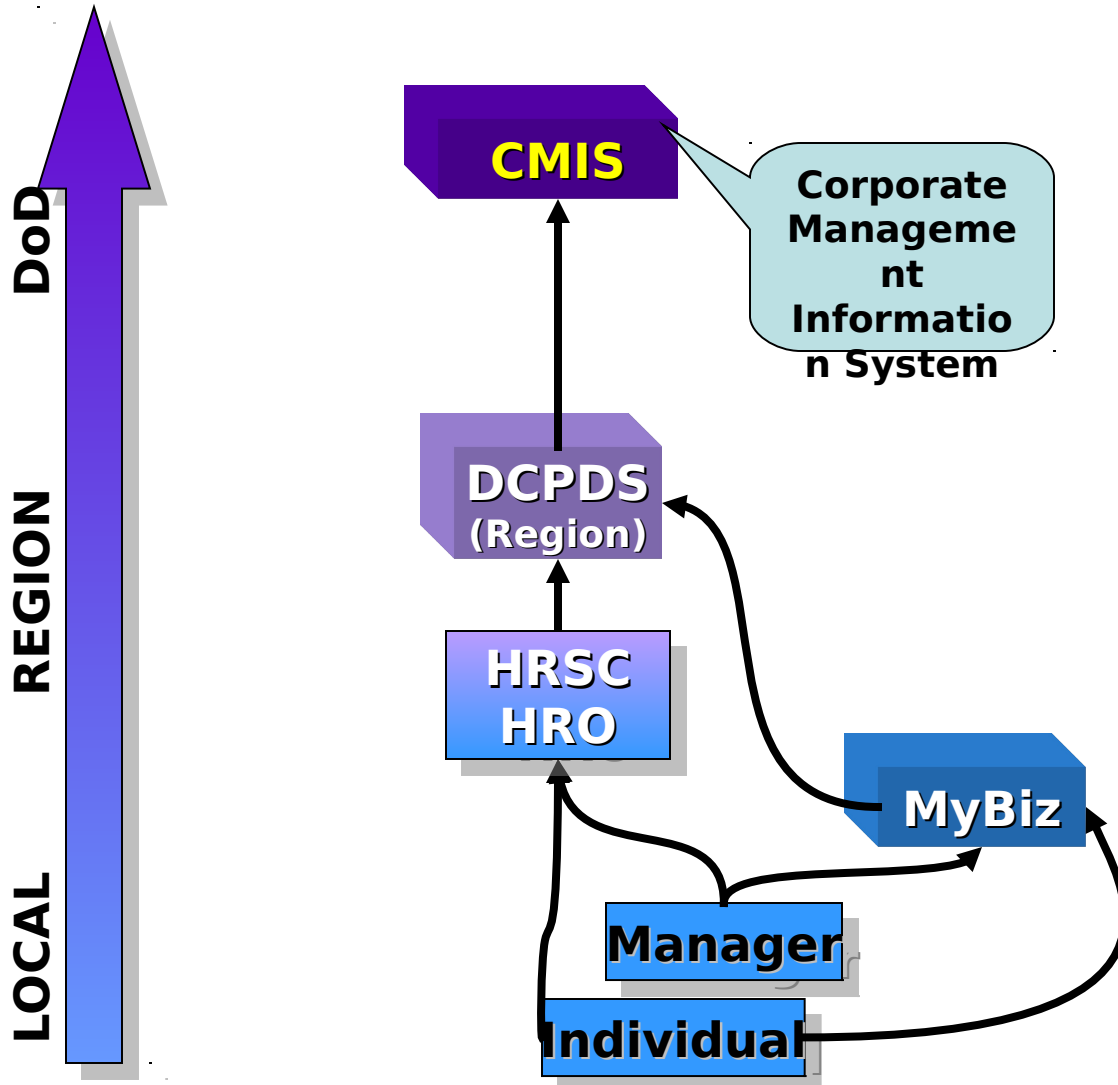


Note: When position is encumbered the SSAN is in both records



DCPDS Structure and Functionality

Data flow from individual to CMIS

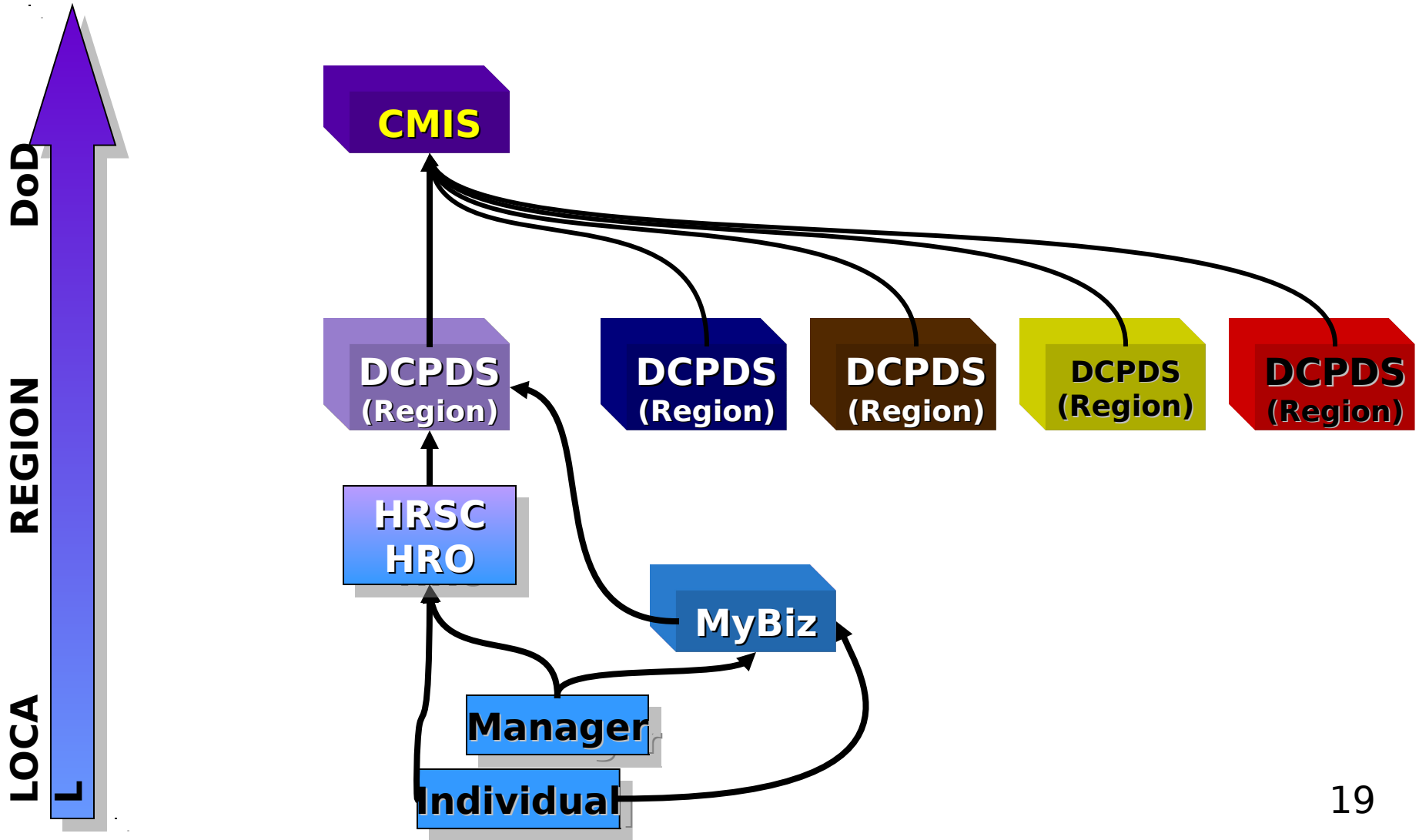


- Individuals and Managers have two methods of getting data into DCPDS
- All transactions occur at the Regional level
- HRO/HRSC priorities can impact currency of data
- HR process omissions impact accuracy of data



DCPDS Structure and Functionality

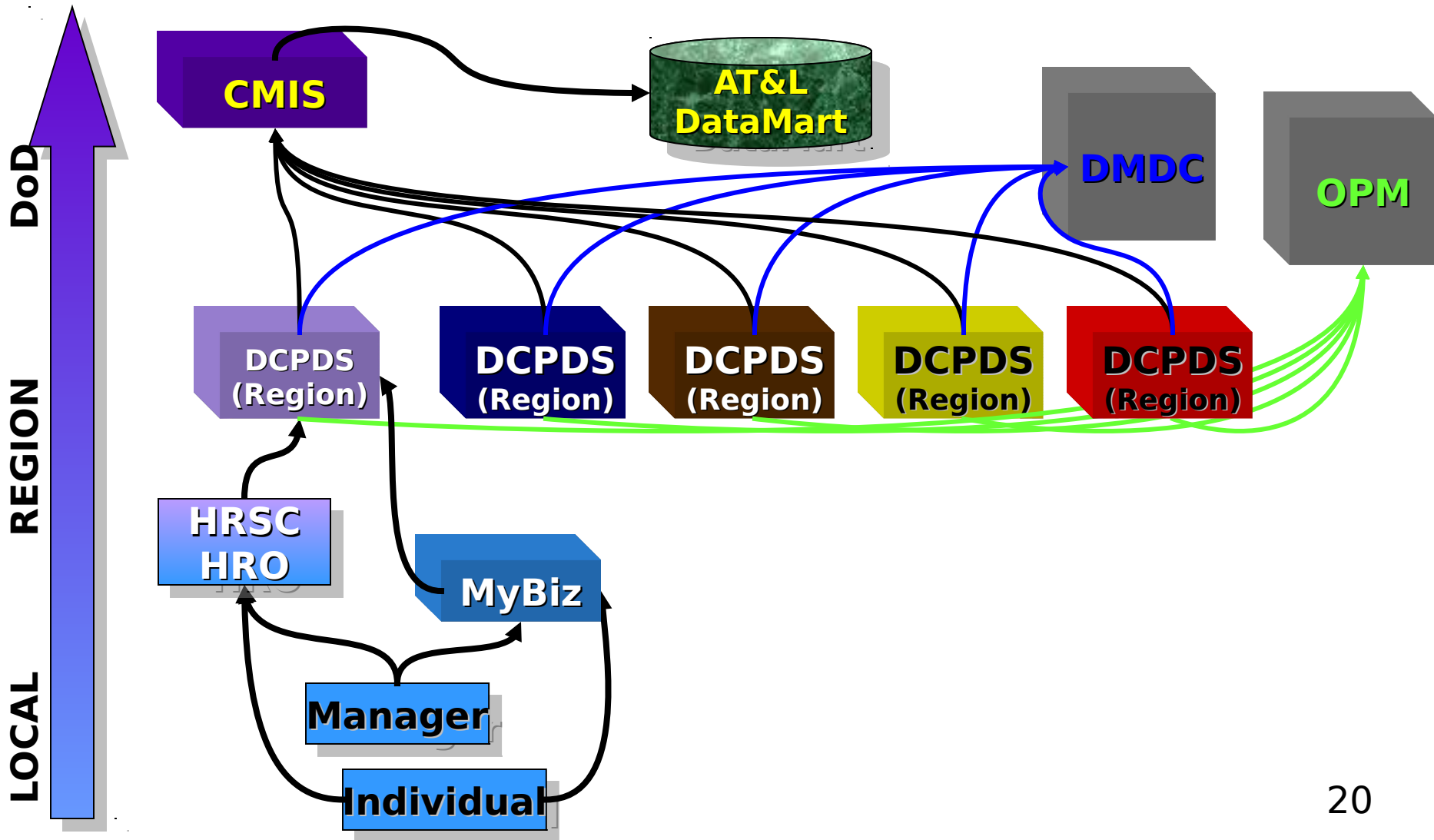
Data Flow From Individual to CMIS (con't)





DCPDS Structure and Functionality

Other Data Flows From DCPDS





The Road to AT&L Comprehensive Workforce Data Analysis Capability

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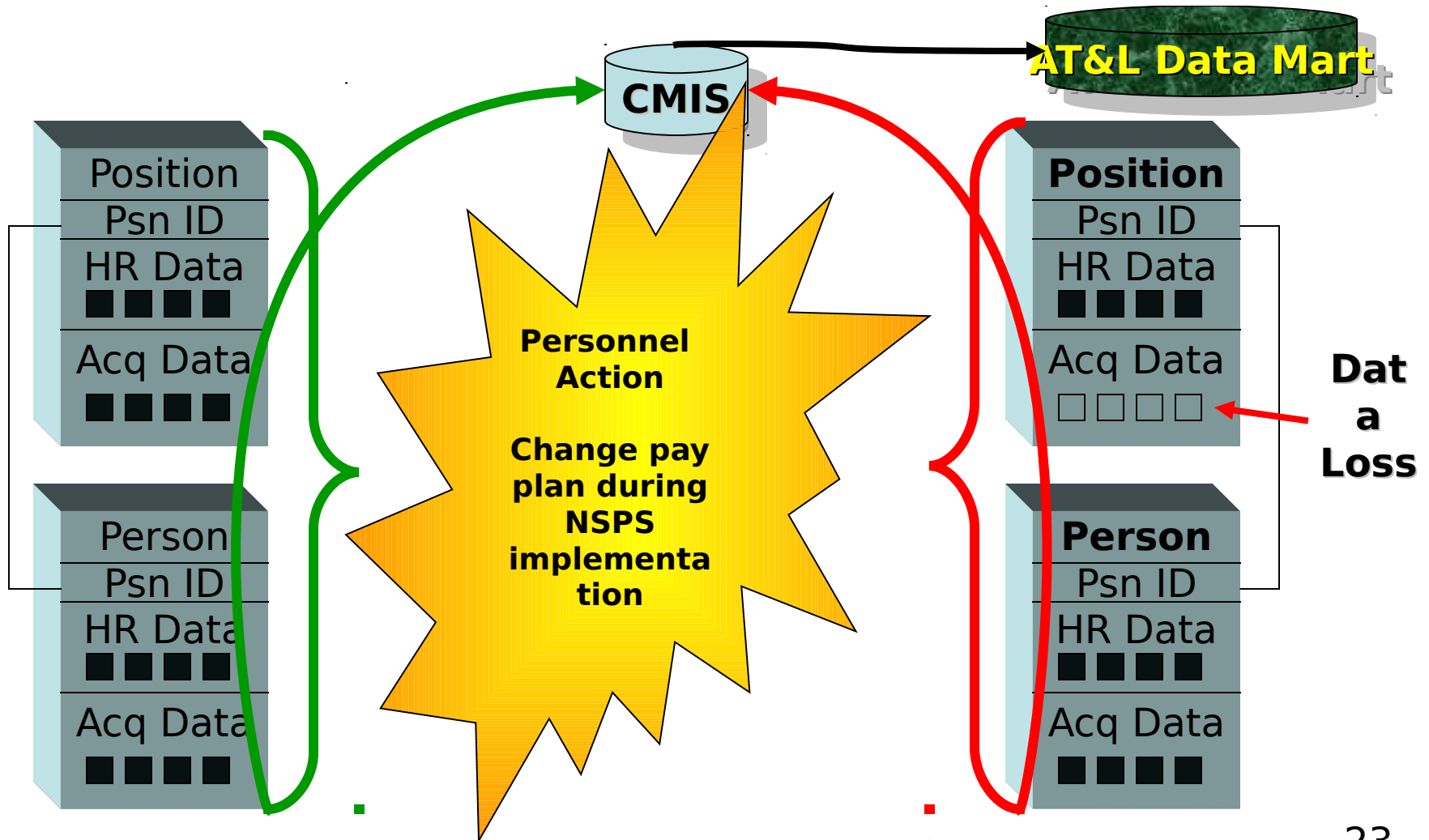
Where Errors Come From

- Input errors
 - Data wrong to start with
- Movement from one Component to another
- Process variations
 - Steps skipped

Example: During implementation of NSPS new positions were created for the new pay plans. In some cases, the Acquisition data did not get entered into the position record



Where Errors Come From Process Variation Example





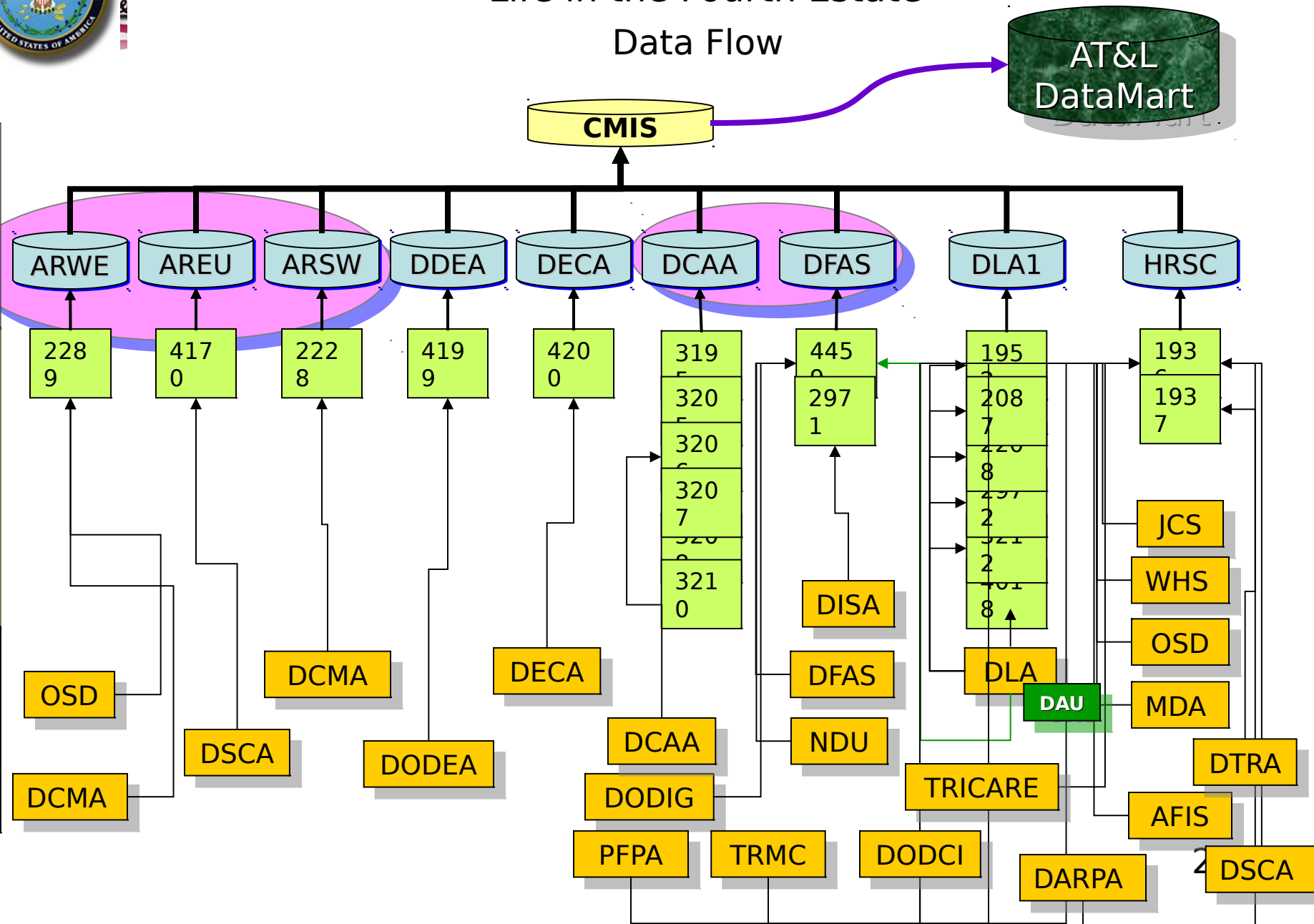
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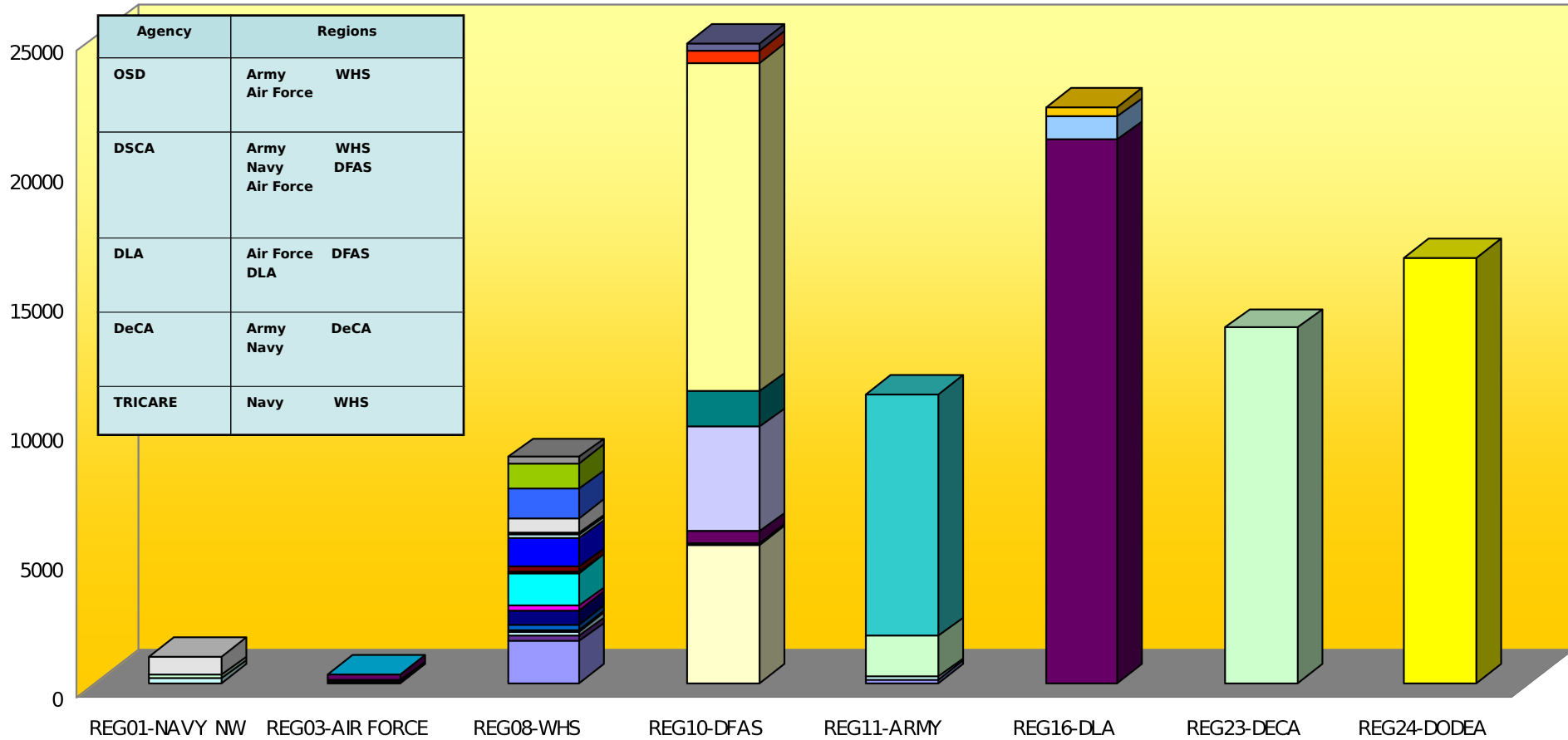
Life in the Fourth Estate Data Flow

REGION
OFFICE
AGENCY





Where Are 4th Estate Personnel Records in DCPDS? (Appropriated Fund - All Employees)



4th Estate
Agencies

■ DD01 ■ DD02 ■ DD04 ■ DD06 ■ DD07 ■ DD08 ■ DD09 ■ DD10 ■ DD12 ■ DD13 ■ DD16 ■ DD21 ■ DD23 ■ DD25 ■ DD26 ■ DD27
 ■ DD28 ■ DD29 ■ DD34 ■ DD35 ■ DD48 ■ DD50 ■ DD58 ■ DD60 ■ DD61 ■ DD63 ■ DD65 ■ DD66 ■ DD68 ■ DD69 ■ DD74 ■ DD77



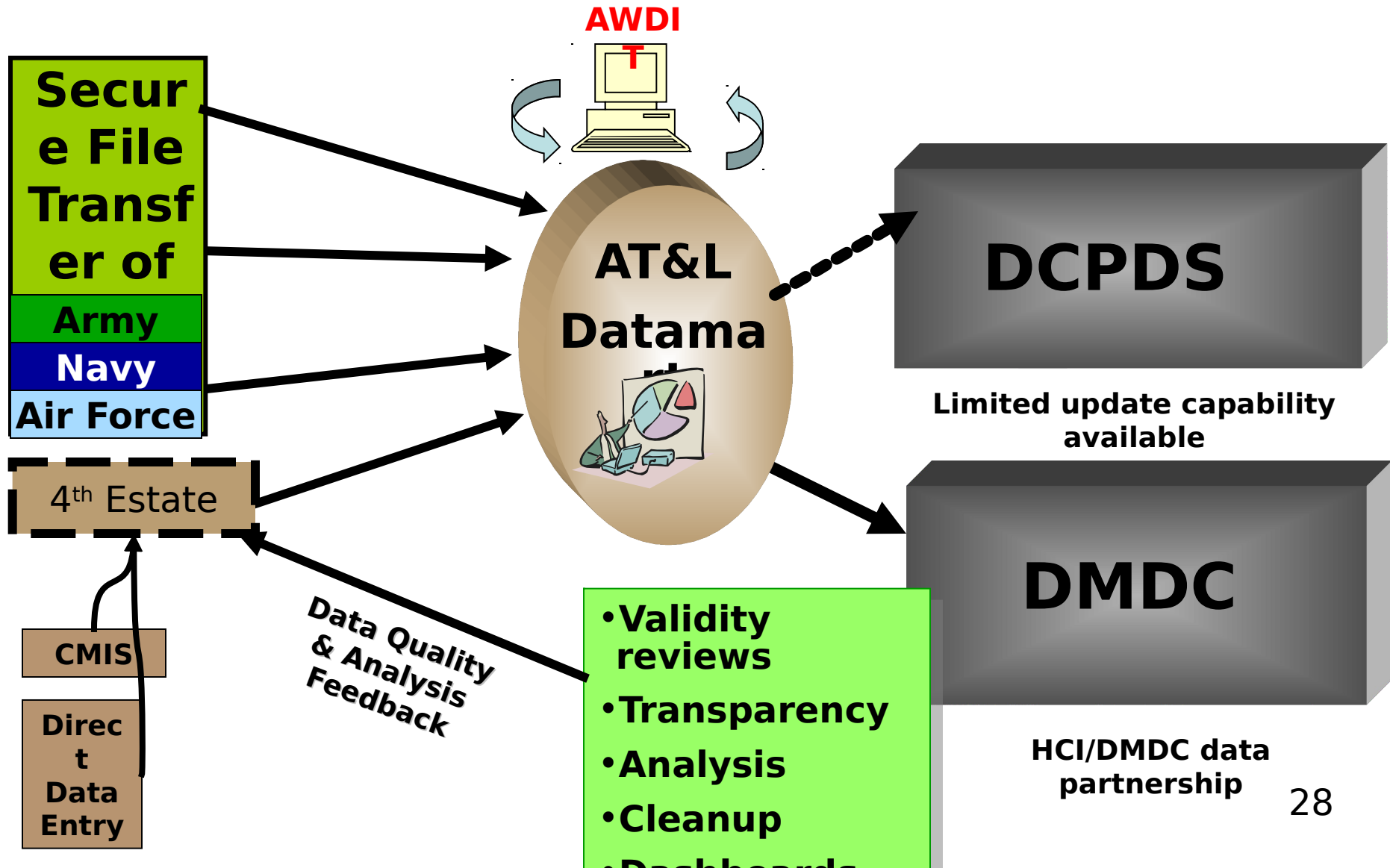
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Pursuing the Goal

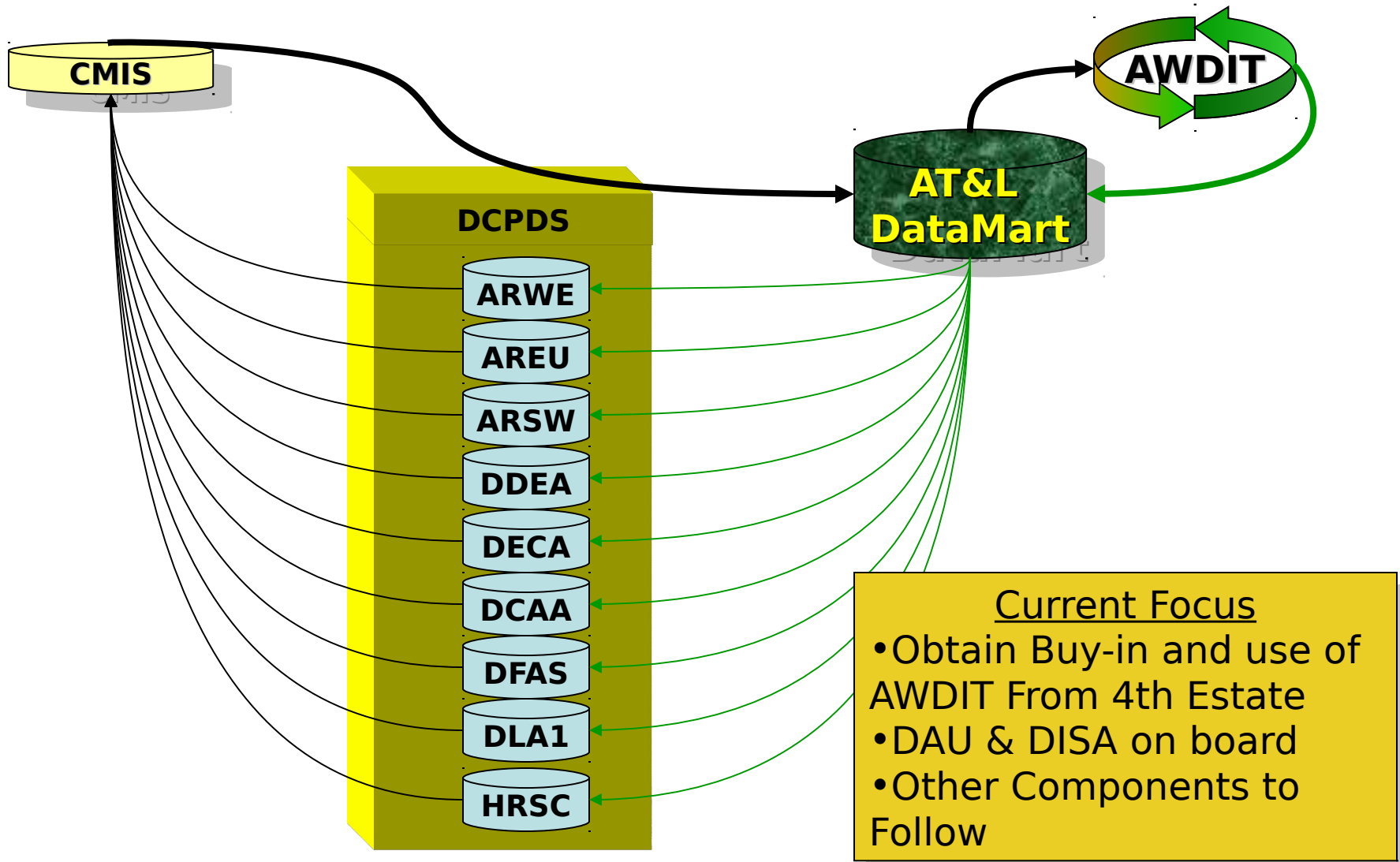
AT&L Enterprise Workforce Data Flow





Pursuing the Goal

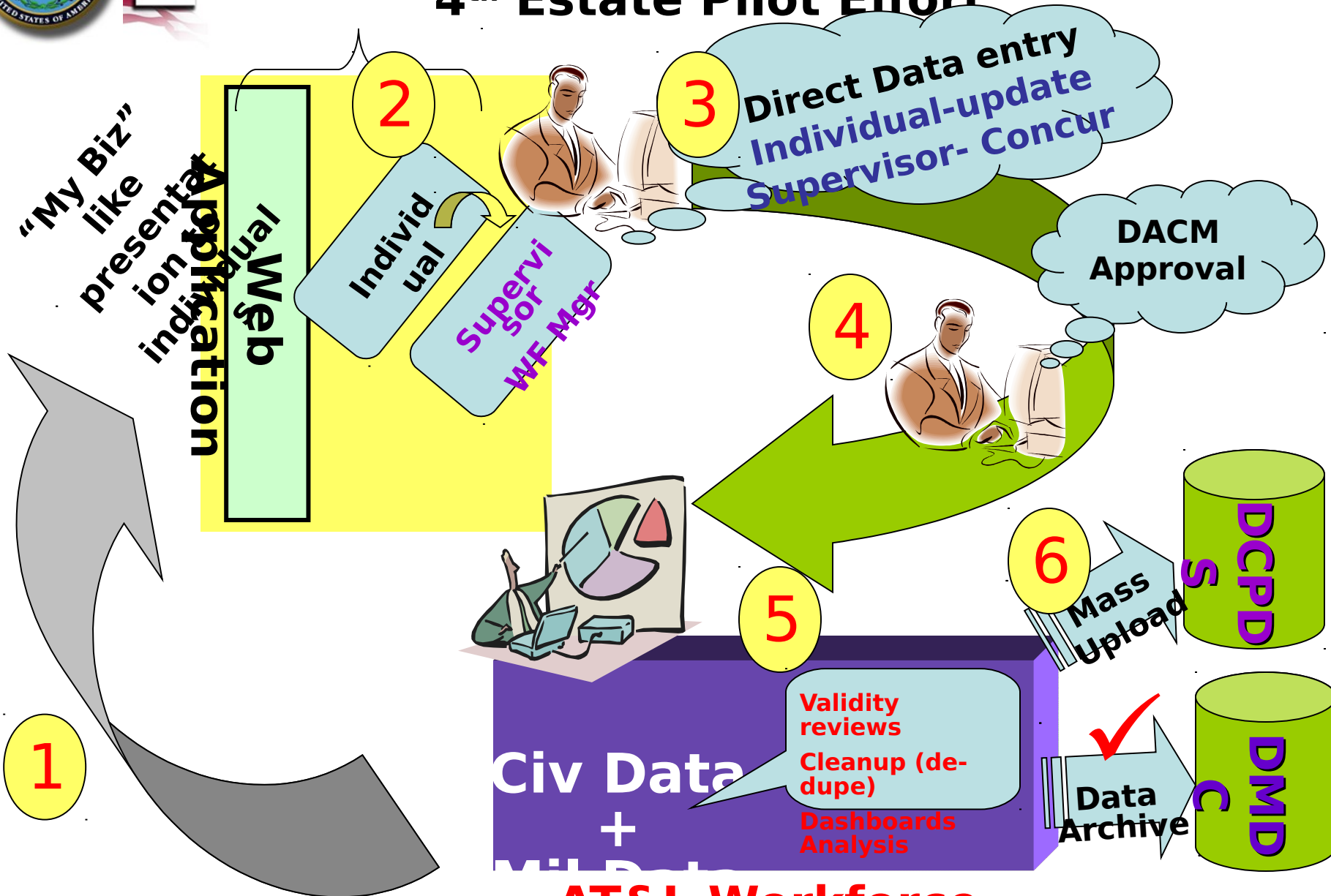
Improving the Fourth Estate Workforce Data Quality





Pursuing the Goal

4th Estate Pilot Effort





Web Application Tool

AT&L Workforce Data Improvement Tool (AWDIT)

AT&L Workforce Database

Defense Acquisition University



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1. Please input your data and click "Submit for Approval" at the bottom to submit to your supervisor in electronic format.
2. Move your mouse over data element to view more.
3. You will get 30 minutes to accomplish this task.
4. (*) - Required to fill before submit for approval.

Person Information

(LastName, First Name MI): **BIRCH, JEFFREY B**
SSN: **XXX-XX-3672**
(click to check Position reqmts) Position:
Number(SF-50 #15): **CG-03D48-144929**
Organization Code: **A0217**
Component Code: **S.DLA**
Unit Identification Code:
Person Type: **--Select--**

Civilian Details

Civilian Pay Plan: **N/A**
Civilian Occupational Series: **03xx.General Administrative, Clei**
1102 Dt Appointed/Qualified: (yyyy)
Grade or Level: **03**
Position Occupied (SF-50 #34): **1.Competitive Service**

Military Details

Military Pay Grade: **N/A**
Military Occupation:

Special Programs

Intern Program Indicator: **N.No**
CO-OP Program Indicator: **--Select--**
Tuition Indicator: **N.No**

Contact Emails

Your Email (*): **Jeffrey.Birch@dau.mil**
Your Supervisor Email (*): **Joe.Chang@dau.mil**

Support Documentation

Upload file:

(You may upload any support documents by clicking the browse button)

Support Documentation

Acquisition Data

Current Primary Career Field(*): **C.Contracting**
Career Level Achieved(*): **3.Senior Level III**
Date Career Level Achieved(*): **199604** (yyyymm)
Career Level Authority(*): **D.DOD**
Secondary Career Field: **None**
Secondary Career Level Achieved: **--Select--**
Secondary Date Career Level Achieved: (yyyymm)
Secondary Career Level Authority: **--Select--**
Tertiary Career Field: **None**
Tertiary Career Level Achieved: **--Select--**
Tertiary Date Career Level Achieved: (yyyymm)
Tertiary Career Level Authority: **N/A**
Acquisition Corp Qualification Date: (yyyymm)

Acquisition Position Qualifications

Acquisition Position Category: **--Select--**
Certification Level Requirement: **3.Senior Level III**
Member Qualification Status: **--Select--**
Date Entered Present Position: **20080201** (yyyymmdd)

Current ACAT Program Information

Acq Program Indicator (Eg. ACAT III): **--Select--**
Special Acq Assignment (Eg. PEO, SCO, etc.): **A.Program Executive Officer**
Tenure Start Date: **20071025** (yyyymmdd)
Tenure End Date: (yyyymmdd)

Contracting Officer Information

Contracting Officer Warrant Type: **--Select--**
Warrant Amount: **--Select--**
Contracting Officer Dt Appointed/Qualified: (yyyy)



Acquisition Workforce Data Improvement Tool (AWDIT) Implementation Process

Meetings with Agencies

Initial Meeting	2 hours
Import/Review Data & Resolve Data Issues	14 days
Implementation Meeting	2- 3 hours
Roll-Out	10 days
Post Implementation Meeting	2-3 hours



Acquisition Workforce Data Improvement Tool (AWDIT) Implementation Process

- **Initial Meeting**
 - Market and demonstrate application
 - Elicit special considerations/requests
 - Answer questions and provide FAQ
- **Import/Review Data**
 - Stage and clean up if necessary
 - Coordinate with Agency to ensure data is accurate
 - Load DataMart
- **Implementation Meeting**
 - Review process
 - Market AWDIT
 - Demonstrate using Agency's data
 - Agree on roll-out sequence and timing
 - Ensure concerns are met
- **Roll - Out**
- **Post Implementation Meeting**
 - Identify problems
 - Record Lessons Learned
 - Update FAQs

Initial Meeting	2 hours
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Roll-Out	10 days
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Acquisition Workforce Data Improvement Tool (AWDIT) Implementation Process

Group 1

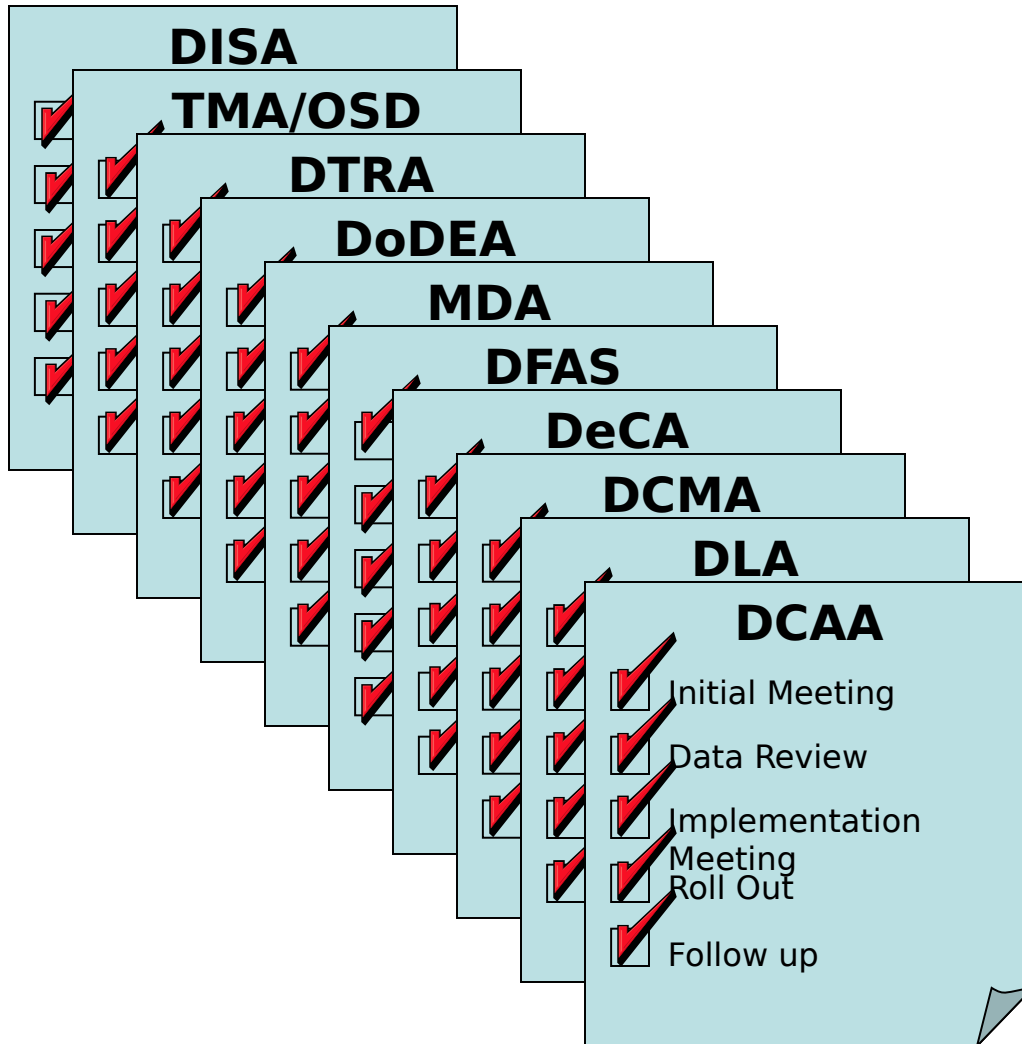
- TMA/OSD
- DTRA (direct feed)
- DoDEA (direct Feed)
- MDA
- DFAS
- DeCA
- DCMA
- DLA
- DCAA

Group 2

- JCS
- DSCA
- AFIS
- DIS
- DARPA
- WHS
- DoDIG
- PFPA
- DoDCI
- TRMC
- NDU
- BTA



Acquisition Workforce Data Improvement Tool (AWDIT) Implementation Process



Group 2

- JCS
- DSCA
- AFIS
- DIS
- DARPA
- WHS
- DoDIG
- PFPA
- DoDCI
- TRMC
- NDU
- BTA



AWDITS Implementation Schedule

2008

Today

Agency

January

February

March

April

May

June

July

August

DISA

TMA*/OS

BTRA

DoDEA

MDA

DFAS

DeCA

DCMA

DLA

DCAA

Group 2

Initial Meeting
Completed

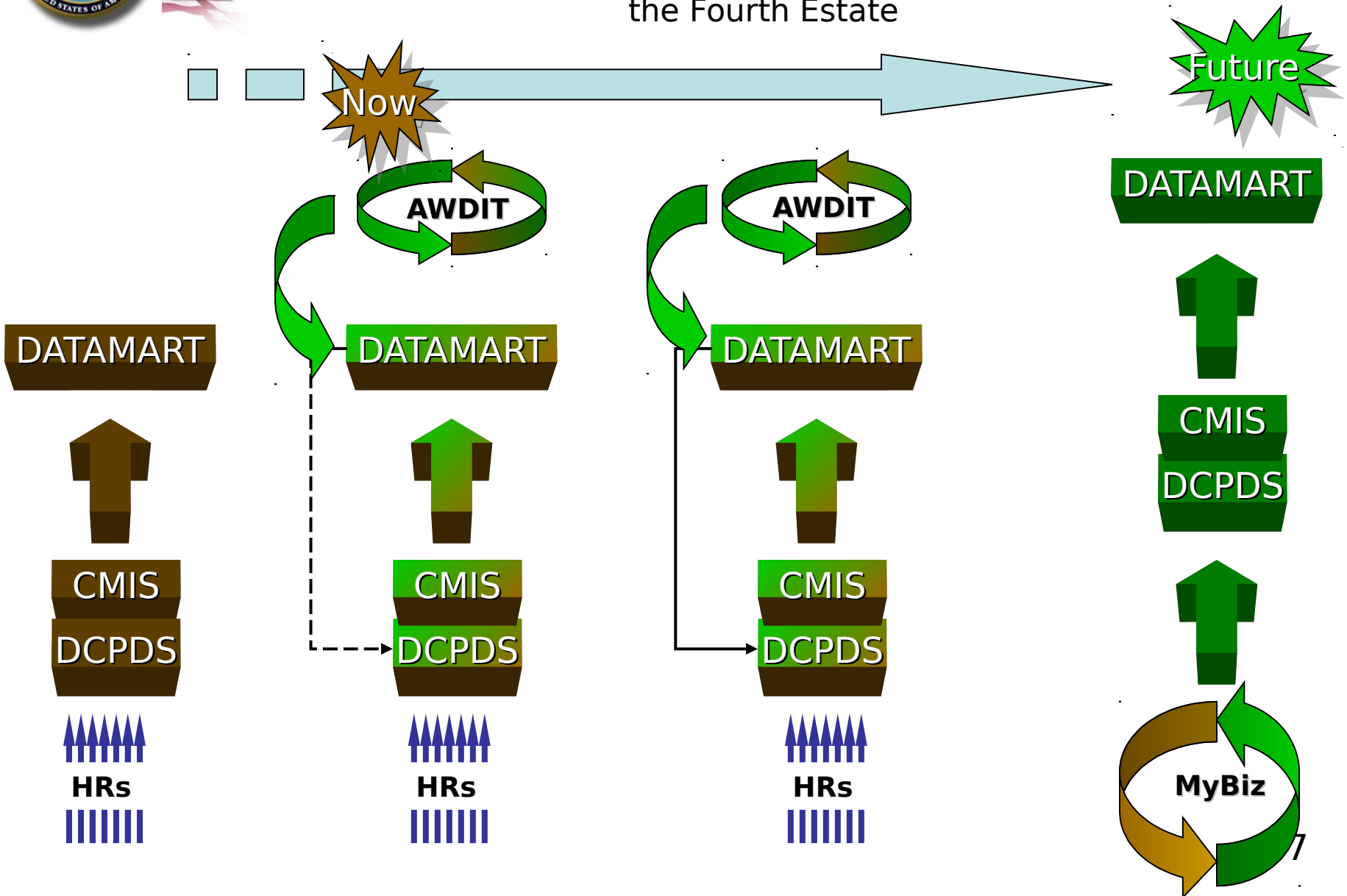
Implementation Meeting
* TMA mtg scheduled 3/10

Post-Implementation Meeting



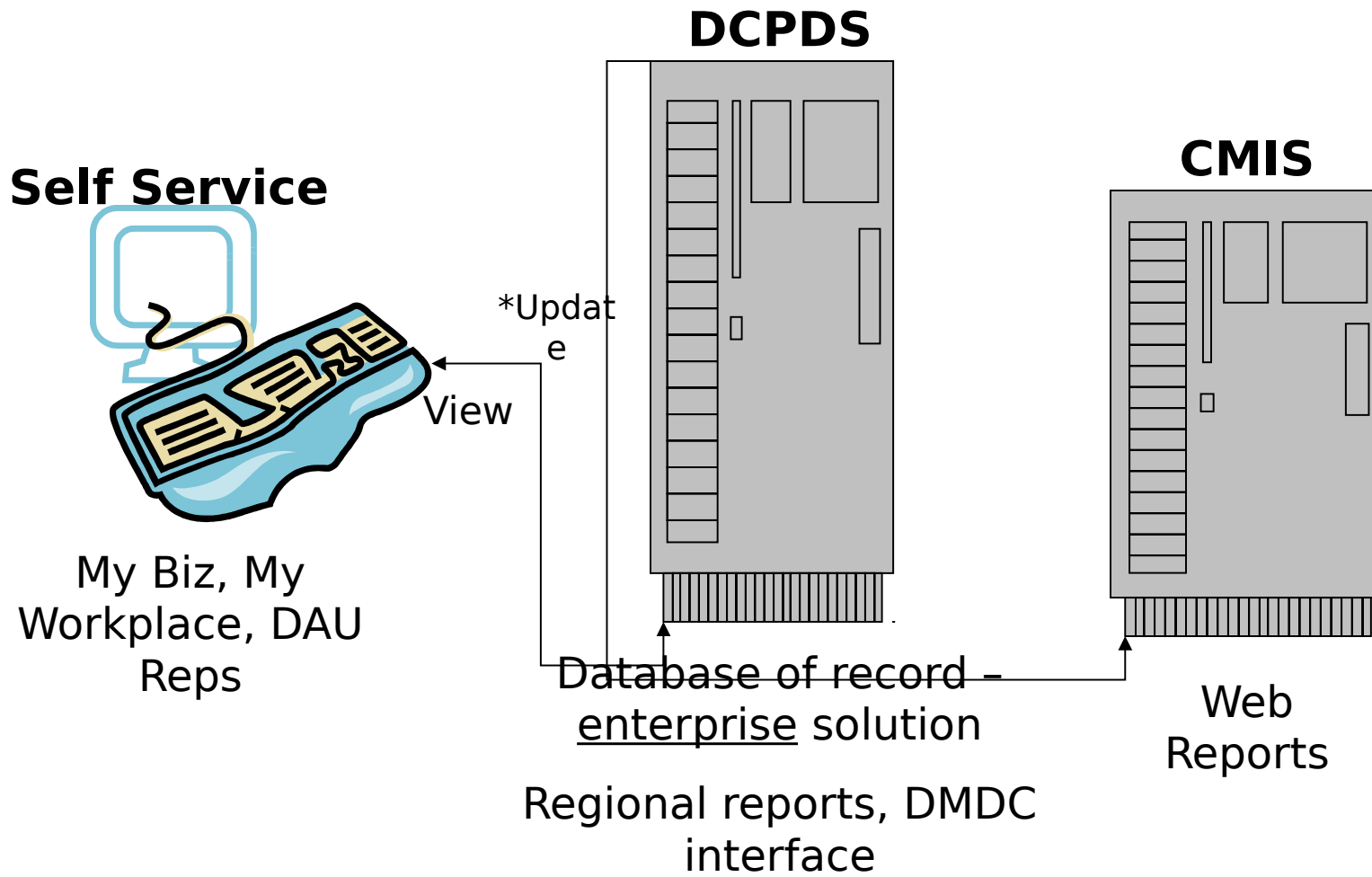
Pursuing the Goal

Implementation of Comprehensive Workforce Data Analysis Capability in the Fourth Estate





Pursuing the Goal Improving Workforce Data Quality At The Source



*Approval capability



Pursuing the Goal Partnership with CPMS

- Met with Rhonda Diaz, Senior Executive, Human Resources Business, Information and Technology Solutions Division, CPMS on February 21, 2008
- Laid the foundation for an AT&L/CPMS partnership
- Agreed to revise an in-progress System Change Request (SCR) to improve it's usability to the Acquisition Community
- Agreed to work together to resolve processes that result in loss of acquisition data
- Agreed to issue a joint CPMS/AT&L policy letter formalizing expectations
- AT&L will participate in the DCPDS Change Control Board Working Group (CCDWG) to maintain focus on Acquisition issues in DCPDS changes
- CPMS will AT&L will brief at the March 2008 DCPDS Executive Committee (EXCOM)



Pursuing the Goal Maximizing DCPDS Potential Through MyBiz

- SCR currently being worked by CPMS
 - Permits update of certain Acquisition elements
 - Two-step process
 - Employee enters data
 - Data flows to Supervisor for review and submission
 - Permits printing of a career information by employee
 - Sponsored by Air Force with Army as a partner
- Will now have AWCM participation in the development of the requirements and system testing
- Develop new SCRs as appropriate





Questions and Comments

The AT&L Workforce and Career Management Team and 4th Estate DACM office appreciate your continued support and participation as we collectively move forward in “Enabling the DoD AT&L workforce to achieve the right acquisition outcomes”